Competency Based Assessment & Training Program (CBAT)

References

Force Integration Division

- Memo, dated 02 Jun 2003, “Transforming the Army Reserves While at War,” Lt Gen James Helmly, Chief of the Army Reserve

- MAMC’s CBO program

- Army Medical Department Systematic Modular Approach to Realistic Training (ASMART) program

- AR 40-68

Concept

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Move toward new paradigm:

Train-Alert-Deploy

Versus old paradigm:

Alert-Mobilize-Train-Deploy

Definition

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CBAT is a training program that focuses on the Soldier's ability to maintain & enhance the knowledge, skills, traits, and values required for a specific military occupation. Through self and supervisor assessments, feedback is provided to the Soldier and commander. Feedback is used to identify training needs and the opportunities to satisfy them.

Components

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Two main components:

- CBO (Competency Based Orientation) for RC nursing personnel
- ASMART (Army Medical Department Systematic Modular Approach to Realistic Training) for enlisted specialties
- Each component contains an abbreviated unit checklist and a skills checklist

Components

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Additional components:

- Privileged Providers Assessment tools are:
  - DA Form 5374 (Performance Assessment)
  - DA Form 5441-series (Evaluation of Privileges) corresponding to the DA Form 5440-series, by AOC
- Skills checklist for non-nursing AMEDD AOCs
- Skills checklist for non AMEDD MOSs

Unit Checklist

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Abbreviated Unit Orientation Checklist

Name:_____ Date:_____ Unit:_____

Return Demonstration/Discussion	Satisfactory	Unsatisfactory	Comments
1. Physical environment			
2. Fire alarm, evacuation plan			
3. Admission procedure			
4. Demonstration of charting skills			
5. Demonstration of IV skills			

Signature of Reserve Nurse_____ Unit_____

Signature of Charge Nurse/Preceptor_____

Skills Checklist Nursing AOCs

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Self Assessment	Competency Criteria	ANRN	91WM6 LPN	91W	Verification Method	Date Verified	Verifier's Signature
	Assessment of patients:						
	a. Obtain initial nursing history to include physical, psychological, and social status.	2	2	0			
	b. Perform physical assessment to include general appearance, respiratory, cardiac, neurological, vascular, GI, GU, musculoskeletal, skin, nutrition status, functional status, and psychosocial.	2	2	0			

Self Assessment
0 = No knowledge
1 = No experience
2 = Limited experience
3 = Experienced

Competency Level
0 = Not allowed to perform this task
1 = May verify own competency on this task
2 = Must show (verbally or by demonstration) competency on this task
3 = Must be certified to perform this task (written test is required)
4 = Must attend a formal class to perform this task (ACLS, EMT, suturing, etc.)

Skills Checklist (91A)

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	GO	NO GO
91A10/20 (Skill Levels 1&2)		
Receive Equipment for Repair	_____	_____
91A30/40/50 (Skill Levels 3-5)		
Test/Operate Closed Circuit TV Camera (CLINICAL)	_____	_____

Skills Checklist (91E)

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	GO	NO GO
Skill Levels 1-2		
Protect the Patient and Operator Through the Use of Barrier Technique (STP 081-840-0096)	_____	_____
Skill Levels 3-4		
Advise Commander on Dental Field Site Selection		

Process

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- FID sends CBAT packet to the RC unit at start of training year or 90 days prior to AT

- Unit Commander ensures CBAT packet is completed for each Soldier & forwarded to MTF prior to AT

- WRMC MTFs provide supporting AT environment & skills assessment; makes recommendations for IDT & next AT

Process

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- Unit Commander establishes IDT program & assesses unit readiness based upon CBAT results

- Chief, FID, chairs meeting w/MAMC staff to review CBAT Program results and improve future outcomes

Performance Metrics

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Measurement	Goal	Frequency
Percentage of RC Soldiers with assessment tool completed prior to AT	100%	Year
Percentage of RC Soldiers with evaluation tool completed	100%	Year

Milestones

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TASK	SUSPENSE
➢ Skills checklist for Medical Corps AOCS	15 Aug 04
➢ Skills checklist for MSC AOCs	15 Aug 04
➢ Skills checklist for non-medical AOCs	30 Aug 04
➢ Skills checklist for non-medical MOSs	30 Aug 04

Milestones

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TASK	SUSPENSE
➢ Draft Program	1 Sep 04
➢ Publish Program	20 Sep 04
➢ Post program on electronic medium (CD)	25 Sep 04
➢ Implement Program	1 Oct 04

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CBAT